

**MINUTES OF THE
PERSONNEL COMMITTEE**

FRIDAY, JUNE 27, 2008

At a **Special Meeting** of the **Personnel Committee**, held Friday, June 27, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mount Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Tocco and Vosburg.

Absent and excused were DiMaria, Haggerty, Szczepanski and Torrice.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 8:05 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Doherty, supported by Duzyj, to adopt the agenda, as amended (to include item #4A). **The Motion Carried.**

REVIEW AND CONSIDERATION OF THE ALTERNATIVE WORK SCHEDULE POLICY

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY JOAN FLYNN, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT THE ALTERNATIVE WORK SCHEDULE POLICY.

Inquiry was directed to Mr. Herppich about if this policy could be considered for 24 hour/7 day per week operations. Inquiry was made about how this policy would work for a pay period with a designated holiday, vacation time, or sick time.

Inquiry was directed to Mr. Todd Schmitz from the Clerk's Office about how their experience has been with their alternative work schedule in regard to holidays.

Mr. Diegel was asked about his thoughts on how the alternative work schedule might work

in his office.

Ms. Mary Solomon from Macomb County Community Services Agency (MCCSA) was asked for her thoughts on how the alternative work schedule might work within MCCSA.

Referring to the Alternative Work Schedule Policy that was provided in committee packets and without objection, a **friendly amendment** by Commissioner Doherty was accepted as follows: To add the following language to the end of the sentence which relates to 24 hour/7 day per week operations: "EXCEPT FOR OFFICE STAFF."

Discussion continued with Mr. Herppich. During discussion, inquiries were directed to Mr. Schmitz.

A **friendly amendment** by Commissioner Bruley was accepted as follows: To add the following language to the Alternative Work Schedule Policy: "TO MAKE SURE THAT THIS DOES NOT NECESSITATE ANY OVERTIME."

Mr. Schmitz was asked about their hours of operation and the main reason why they went to an alternative work schedule.

Inquiry was directed to Mr. Herppich about the staffing schedules of Gray Coats and Blue Coats. Mr. Herppich was asked to explain the difference between working a four-day work week and working a nine-day work pay period. During discussion, inquiries were directed to Mr. Schmitz.

Mr. Herppich was asked if he knew what departments think they could do this and expand the hours to the public. Mr. Herppich said that he has not surveyed department heads. He offered to report back on a quarterly basis as to the progress. It was suggested that Mr. Herppich include in his quarterly report what progress means; specifically, does it mean saving money, does it mean saving gas, or does it also mean expanding our service opportunities for our citizens.

Chair Camphous-Peterson called for a vote on the **motion, as amended, and THE MOTION CARRIED.**

EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS

MOTION

A motion was made by Duzyj, supported by Gielegthem, to enter into Executive Session for the purpose of discussing labor negotiations. **The Motion Carried.**

In accordance with the motion, committee entered Executive Session at 8:36 a.m., with it concluding at 9:35 a.m.

ADJOURNMENT

MOTION

A motion was made by Rengert, supported by Brdak, to adjourn the meeting at 9:36 a.m.
The Motion Carried.

**Denise M. Jacks
Committee Reporter**